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Good practices when implementing Gender Equality Plan (GEP) in Estonian Marine Institute of Tartu University (EMI)

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International Conference „Gender equality in STI: progress and challenges“

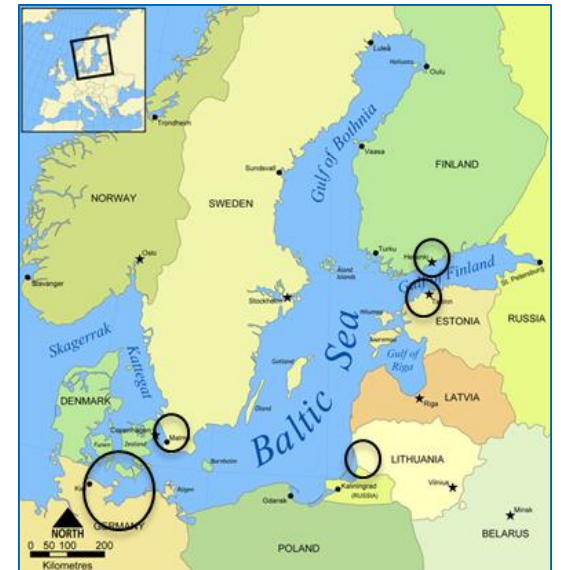
Vilnius, 19.03.2019

Background

Horizon 2020 project „**Baltic Gender**“ (www.baltic-gender.eu)

- Started in September 2016, project duration of 4 years

| Participating Institutions | Country |
|---|-----------|
| GEOMAR Helmholtz Centre for Ocean Research Kiel (GEOMAR) - Coordinator | Germany |
| Estonian Marine Institute, University of Tartu (UT-EMI) | Estonia |
| Kiel University (Kiel CAU) | Germany |
| Kiel University of Applied Sciences (Kiel UAS) | Germany |
| Klaipėda University (KU) | Lithuania |
| Lund University (LU) | Sweden |
| Finnish Environment Institute (SYKE) | Finland |
| The Leibniz Institute for Baltic Sea Research, Warnemünde (IOW) | Germany |



Background

Overall aim is to **reduce gender inequalities in Marine Science and Technology.**

Work Packages (WP): WP1 Career advancement

WP2 Work and family (EMI):

- ✓ family-friendly strategies
- ✓ critical career moments
- ✓ developing gender sensitive indicators

WP3 Structural changes

WP4 Gender in marine science and technology

WP5 Awareness raising and knowledge transfer

WP6 Dissemination, exploitation and communication

WP7 Action management

WP8 Implementation of GEPs



Photo: EMI Marine Biology Department



Some highlights of work and family measures (WP2)



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- List of recommendations for family-friendly institutional practices and strategies
- The checklist for maintaining contact with individuals taking family breaks
- Blog on experiences of families sharing family care: www.oceanblogs.org/balticgender

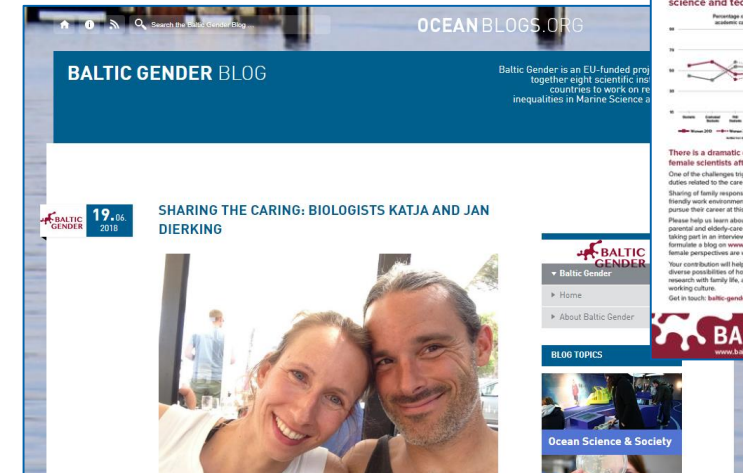


February 2019

Checklist for maintaining contact with employees taking career breaks to guarantee the continuation of successful careers of employees



**Family-friendly strategies in higher education & research:
Best practice examples and recommendations from Baltic
Gender project**

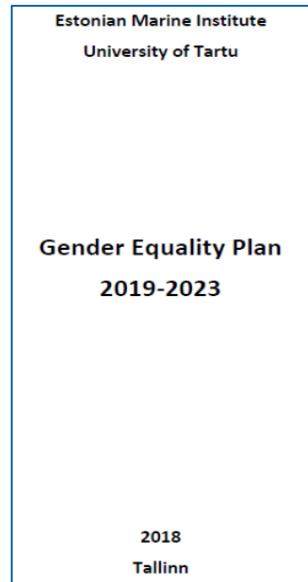


<https://www.baltic-gender.eu/outcomes>



Gender Equality Plan of EMI (1)

- On November 7, 2018 the Council of Estonian Marine Institute approved institute's Gender Equality Plan.
- The Plan runs from 2019 to 2023 (updated next in 2021).
- **The first GEP in University of Tartu and in Estonian science and higher education system in general.**



Gender Equality Plan of EMI (2)

- The general objectives:
 - ✓ promote gender equality at EMI and move towards institutional change to enhance gender balance at all levels of scientific career.
 - ✓ Plan should help to take advantage of the existing human capacity to find solutions to the growing problems of the marine environment.



Photos: EMI Marine Biology Department

Gender Equality Plan of EMI (3)

- **Who contributed?**

- ✓ employees of Estonian Marine Institute
- ✓ Human Resource Department of University of Tartu
- ✓ heads of departments
- ✓ director of UT-EMI
- ✓ Estonian gender equality experts (Riina Kütt; Ülle-Marike Papp)
- ✓ partners of Baltic Gender



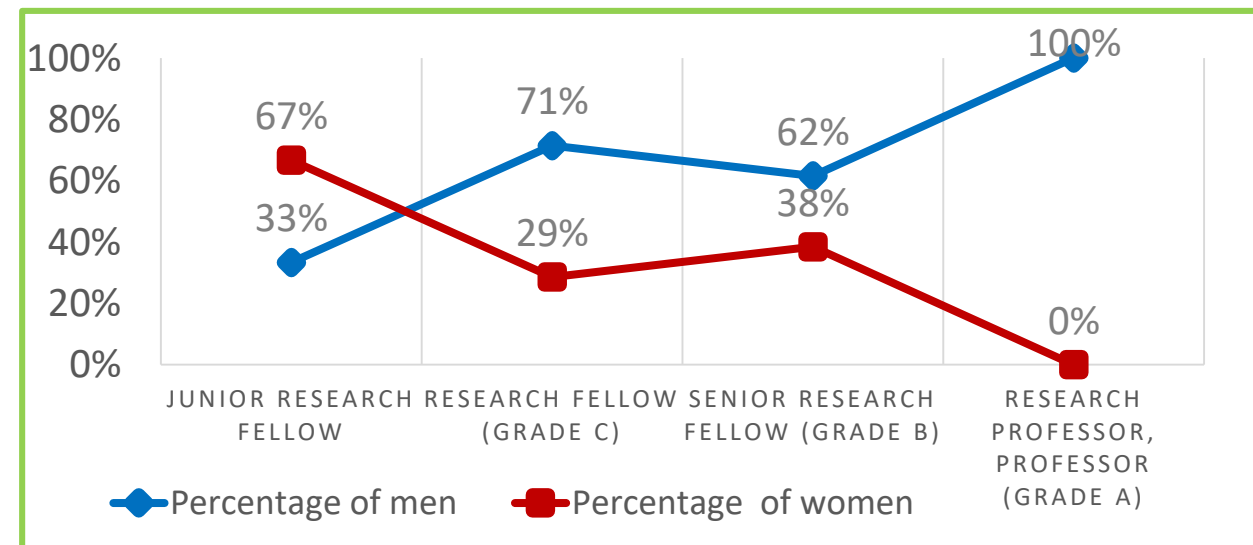
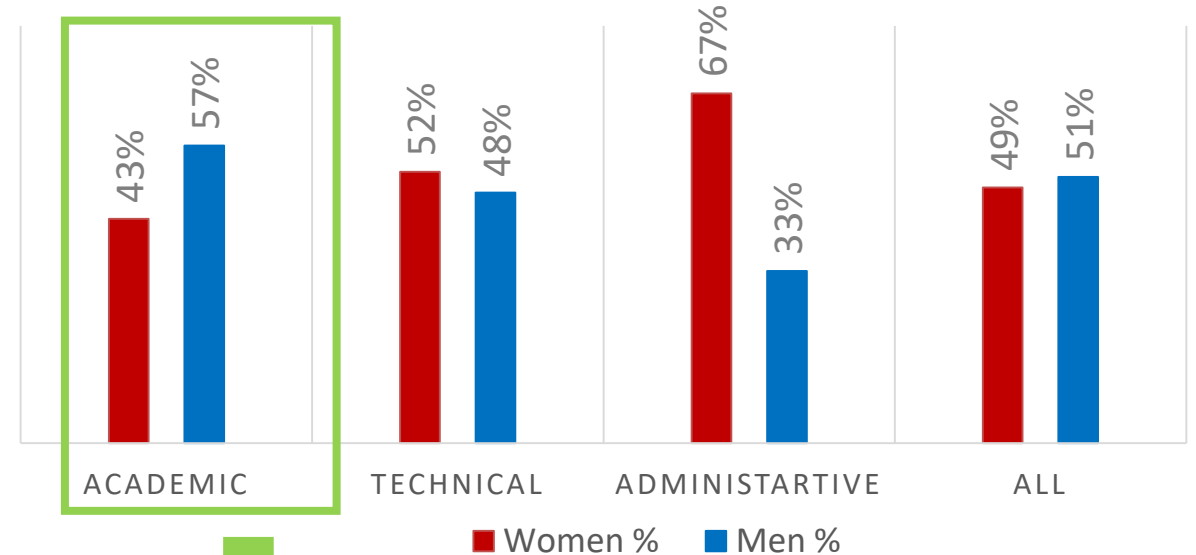
Gender Equality Plan of EMI (4)



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Includes:

- 1) legal basis and standards related to gender equality;
- 2) analyzes of the current situation at UT-EMI:
 - ✓ the number of women and men at whole institution is almost equal;
 - ✓ **The male researchers are underrepresented at the lower academic level and female researchers at the higher academic levels.**



Gender Equality Plan of EMI (5)

3) specific objectives and measures:

- ✓ Career advancement and leadership (e.g. leadership courses, grass root network, transparent career paths etc.);
- ✓ Decision-making (e.g. involvement of women in council of UT-EMI etc.);
- ✓ Work and Family (e.g. flexible working arrangements etc.);
- ✓ Other (e.g. gender equality related data collection; raising awareness on gender equality issues etc.)

4) procedures for monitoring and evaluation.



Photos: EMI

Good practices (1)

- Information day-
 - ✓ raises general awareness and helps people understand the different gender equality aspects and the need of GEP;
 - ✓ gender equality experts should be involved;
 - ✓ as well as higher level management;
 - ✓ discussion- mapping weaknesses and possible solutions.



Photo: EMI

Good practices (2)

- Gender-segregated data collection and analysis-
 - ✓ it is very important to understand what is behind the numbers.
Additional data collection might be needed;
 - ✓ the demographic situation, the time factor, the size of the institution
must be taken into account;
 - ✓ collaboration with HR department.

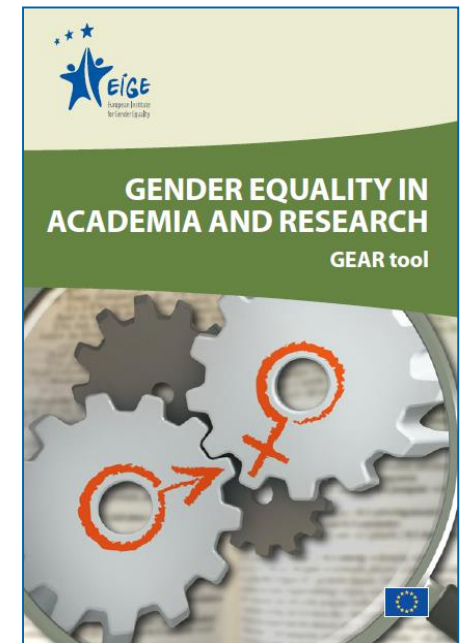


Good practices (3)



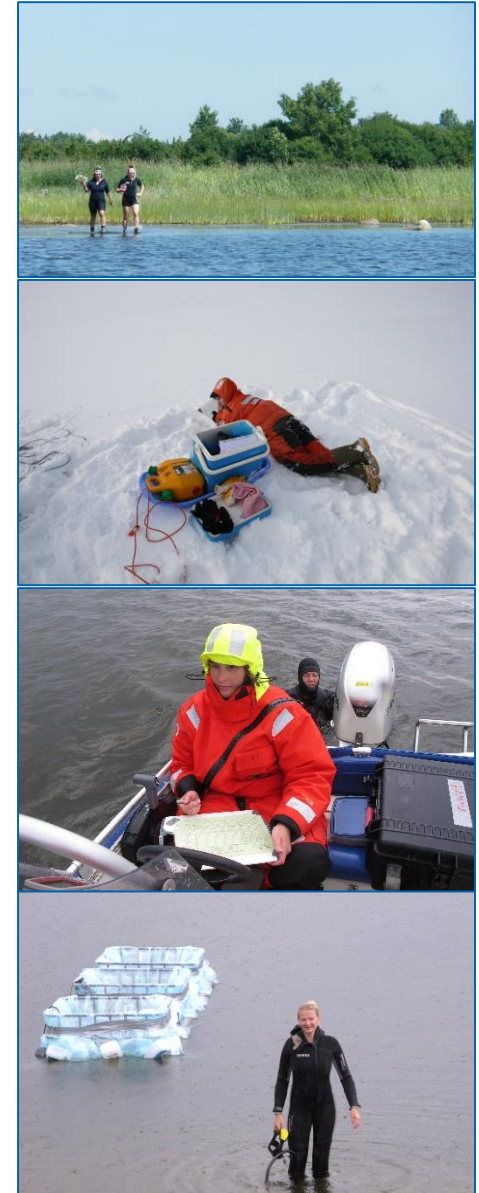
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- Compilation of the plan:
 - ✓ Legislation -many things are already regulated at the national level.
 - ✓ Involvement of interested employees, higher management, gender experts, HR department.
 - ✓ The Gender Equality in Academia and Research (GEAR) tool,
<https://eige.europa.eu/publications/gender-equality-academia-and-research-gear-tool>
 - ✓ Find out the experiences of other institution that already have GEP.
 - ✓ Many measures can be implemented without extra budget.



Good practices (4)

- Gender equality is not just a „women’s issue“:
 - ✓ For example the male researchers are underrepresented at lower academic level at Estonian Marine Institute.
 - ✓ Therefore, additionally to other measures we need to actively promote marine sciences among the male students.





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Thank you!

"Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone's responsibility."

Ban Ki-moon